



APPRENTICESHIP WORKS

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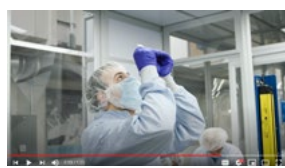
SHARE THE BENEFITS OF APPRENTICESHIP

Know someone interested in becoming an apprentice? Or an employer who wants to start an apprenticeship program? Information and resources are available at apprenticeshipmn.com.

FEATURED STORIES



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NATIONAL APPRENTICESHIP WEEK

National Apprenticeship Week in Minnesota (Nov. 9 to 15, 2020) is an opportunity for the apprenticeship community to tell their stories about registered apprenticeship and share with businesses, industry, labor, education, career-seekers, community-based organizations, students and workers the advantages of developing careers through adoption of the apprenticeship model.



National Apprenticeship Week events:

- Nov. 9: Virtual Apprenticeship Panel
- Nov. 10: Apprenticeship Advisory Board Meeting
- Nov. 12: Virtual Panel Discussion for School Counselors and Educators
- Nov. 13: Introduction to Apprenticeship
- Nov. 13: Registered Apprenticeship in Minnesota — A Model that Works

Visit www.dli.mn.gov/NAW for more information and to see featured apprentices, programs and community organizations highlighted during the week.

METAL TECHNOLOGIES' FIRST APPRENTICE BECOMES A JOURNEYWORKER

To ensure the future of their workforce, Metal Technologies – Northern Foundry LLC in Hibbing, Minnesota, established a maintenance mechanic apprenticeship program in partnership with Apprenticeship Minnesota in 2016. Eligible employees of the company have an opportunity to work full time in the maintenance department while attending Mesabi Range Technical College – Eveleth's customized maintenance mechanic program – at no cost. This allows their apprentices to apply classroom theory to real-world applications daily. In the fall of 2020, Adam Rich, the company's first registered apprentice, completed the program to become a journeyworker.

Rich began the apprenticeship program in January 2017. Dedicated and motivated, he quickly progressed through his apprenticeship. "It was a great opportunity going to school and working hands on at the same time. That way I could apply what I was learning to actual on the job work," Rich said.

The apprenticeship provided Rich with a tuition-free education while being able to work and provide for himself. It also made him an extremely valuable employee to Northern Foundry.



Journeyworker Adam Rich.

MACHINE-SHOP APPRENTICESHIP HELPS CREATE SUCCESSION PLAN

When machines are humming and metal is grinding in the shops of NTM Inc., a second-generation machine and tool shop in Fridley, the staff plays a key role providing manufacturing parts to other factories around the country.

"We're part of the supply chain for the defense [industry]," said Barb Dorumsgaard, CEO and president. Their parts are also used in other industries, from cutting flower stems to cutting out metal components that become car parts.

NTM has about 30 employees and has been able to keep busy, even through a pandemic, with tight-knit, seasoned staff with an ability to do variety of jobs. The downside is that when those employees leave for retirement or other transitions, they can leave a hole when it comes to expertise running their CNC machines and tool-grinding and tool-making areas.

To help improve that, they secured grants through the Minnesota Department of Labor and Industry and Department of Employment and Economic Development and set up a registered apprenticeship program. It allowed them to take candidates with good basics, such as a math aptitude, set up classes at technical colleges and train them in skills they need the most, such as tool grinding.

The apprentices are paid employees and attend classes such as machine technology, blueprint reading and computer-aided drafting courses at Anoka or Hennepin Technical Colleges. Safety training is also part of the program.

"Working full time and going to school isn't for everybody," Dorumsgaard said, but it's a boost in that their on-the-job training is paid and school tuition is covered. The apprenticeship takes three to five years, but Dorumsgaard hopes the learning will be ongoing and that others in the company will be interested in cross-training with different machinery and tools.



BUILDING STRONG COMMUNITIES STRIVES TO INCREASE DIVERSITY IN THE TRADES

A new program focusing on increasing diversity in the trades is Building Strong Communities (BSC), a collaboration among 10 union construction trades and contractors, the Metropolitan Council, Minnesota Department of Labor and Industry, Construction Careers Foundation, Ramsey County, Minnesota Department of Transportation, community-based organizations, developers and North Hennepin Community College.

The program is co-administered by Jenny Winkelaar, director of Workforce and Community Development with Operating Engineers Local 49; Barry Davies, business manager of Ironworkers Local 512; and Aaron Koski, workforce manager with Metropolitan Council.

BSC had just started to recruit participants with the assistance of community-based partners such as Minneapolis Urban League, Five Skies, Emerge, CLUES, HAP and Helmets to Hard Hats among others, when COVID-19 forced the program to pivot from an in-person learning system into a virtual classroom. The commitment shown by the 31 participants to continue to work toward a career in the construction trades has been inspirational to program leaders and construction employers.

The program recognized its first cohort of women and minority students with a virtual celebration Sept. 30. The celebration featured apprentices sharing their stories of success and how the program prepared them for union apprenticeship training programs.

Nearly half of the 31 students are currently employed and enrolled in apprenticeship programs, while the rest are waiting for apprenticeship placements. The students that have been placed are all women and people of color. BSC will be recruiting and training another cohort and will be accepting new applications in January 2021.

G.I. BENEFITS AVAILABLE FOR VETERANS

In addition to helping with costs related to attending college, G.I. Bill benefits can be used while training in a registered apprenticeship or other on-the-job training.

The G.I. Bill offers veterans up to \$10,000 to use while in school or training and businesses can receive up to \$2,000 as an incentive to hire veterans.

Benefits can also be used for licensing and certification, including fees for required continuing education and others related to maintaining employment.

More information

<https://mn.gov/mdva/resources/education/minnesotagibill/>

Questions?

Contact 651-201-8257 or edward.godfrey@state.mn.us.



JOB EXPERIENCE, PARTNERSHIP WITH YAMAHA CULTIVATE MILLER MARINE SERVICE APPRENTICES

On-the-job experience plus classroom time help meet demand for boat and pontoon expertise in the booming business of close-to-home outdoor recreation

St. Cloud's Miller Marine, one of Minnesota's largest full-service boat dealerships, usually has at least 100 pontoons and a few hundred boats in stock. The seasoned service staff know to brace for the spring rush when boats come out of storage and newly purchased watercraft need to be outfitted with motors and accessories for summer in the Land of 10,000 Lakes.

Nothing, though, prepared them for 2020's sales.

"We've never seen anything like this," said Bob Wruck, the longtime service manager, who usually expects a slight lull after the Fourth of July. "It's still full-fledged work. Our whole system has been completely changed this year with the demand [for watercraft and services] and a shortage of parts."

The craving for close-to-home outdoor recreation during the pandemic has kept the service staff scrambling and grateful for the registered apprenticeship program that has helped expand and train their staff.

Their department of about 35 full-time staff members assemble, repair, winterize, store and prepare boats and pontoons for the warm-weather season. It often takes at least three years for employees to learn the intricacies of boats and engines and to understand what may ail them or be out of sync. And it can be difficult during the crush of high season to hire and train new workers on their own.

To help fill that gap for well-trained, experienced employees and to create a well-mapped marine service technician career, Miller Marine took advantage of the Minnesota Apprenticeship Initiative to develop and launch a registered apprenticeship program. The initiative is a collaboration of the Minnesota Department of Labor and Industry and the Department of Employment and Economic Development and funded by a five-year U.S. Department of Labor grant that seeks to expand registered



Bob Wruck, service manager, Miller Marine.

apprenticeship in the industry sectors advanced manufacturing, agriculture, healthcare, information technology and transportation.

Miller Marine Service Center's registered apprenticeship takes two to three years to complete with 4,250 hours of paid on-the-job experience, two weeks of out-of-state hands-on training with engine manufacturers such as Yamaha, additional virtual classroom learning in the off-season, plus safety training and certification with forklifts and other machinery to move boats and pontoons.

"You don't become a tech within a year," Wruck said. "We know it's a long process. It doesn't happen overnight."

Most apprentices start with jobs such as rigging a new pontoon or boat with a motor and add-ons. They start at about \$35,000 a year for pay with raises as they work their way up to diagnostics, troubleshooting, repairing engines and tackling mechanical issues. Miller Marine services about 2,000 boats and pontoons a year with at least 800 of them being winterized in the fall and stored until spring.

Wruck interviews apprentice candidates like he would for any full-time position. He seeks a willingness to learn and a solid work ethic that can handle 12-hour or 14-hour days and some six-day work weeks during the spring and summer crunch times. It also helps to have some familiarity with mechanics, construction or being around machinery.

Miller Marine was working with its fourth registered apprentice in 2020, and Wruck said the program has absolutely been worth their time and effort to put together and launch.

"[Our apprentices] are just fantastic. I can't say enough good things," he said, and they plan to keep the program going. "Finding good employees is what started this whole thing."



WILDER FOUNDATION USING APPRENTICESHIPS TO EXPAND MENTAL-HEALTH RESOURCES

Program helps recruit, support therapists to address statewide shortage. Understanding culture and communities make therapy more effective.

The Centers for Disease Control and Prevention reported that 40% of the population was struggling with mental health in 2020, which leads to challenges in finding enough providers to address rates of depression, anxiety and other mental health conditions.

While the entire behavioral health workforce has a shortage, culturally competent care is in even shorter supply. Of the roughly 26,000 licensed mental health providers in Minnesota, only about 10% are providers of color despite more than 20% of Minnesotans being people of color.

Mission

St. Paul-based Wilder Founder says that its mission is to not only expand mental health services, but also recruit professionals who better reflect their clientele, at least 75% of whom are people of color.

“Many Wilder Foundation mental health providers are racially, culturally and linguistically diverse,” Bee Xiong-Vang said, a psychologist who supports clinical training efforts within Wilder. “In addition, most are first- or second-generation immigrants and refugees.”

As a way to help further meet that need, they obtained an apprenticeship grant through the Minnesota Apprenticeship Initiative to develop and launch a registered apprenticeship program. The initiative is funded by a U.S. Department of Labor grant and is a collaboration by the Minnesota Departments of Labor and Industry and Employment and Economic Development to expand registered apprenticeship in advanced manufacturing, agriculture, healthcare, information technology and transportation sectors. Wilder has had 23 people complete their apprenticeship program since it started in 2018, with more expected to follow.

Wilder, which has offered social welfare programs for underserved populations for more than 100 years, was able to expand its staff of mental health providers by roughly 30%

over the last five years, due in part to support from DLI, DEED, DHS and participation in the Certified Community Behavioral Health Clinic federal demonstration program. They now have about 100 mental health providers working with close to 2,000 clients a year.

About 46% of their clients are Asian, 30% are Black and 2% are Native American. Close to 40% have a primary language other than English, and about 80 percent of clients are considered low-income. Providers, who offer tele-health, in-person visits or services within schools, help kids and adults with issues such as trauma, grief and loss, family strife, addiction issues, identity struggles and more. They can also help clients with additional needs and services, such as childcare, housing, food shelves, or Meals on Wheels through the broader Wilder Foundation.

The mental health apprenticeship is open to therapists who have already earned a master’s degree or a doctorate in a mental health field and are on the final stretch toward a state license that allows them to practice social work, marriage and family therapy, clinical counseling, chemical dependency counseling or psychology.

Apprentices work as full-time, salaried therapists, contributing to the required 2,000 to 3,000 hours of clinically supervised work with clients, while being mentored by experienced staff. The apprenticeship also covers costs such as therapy supplies, background checks and credentials, additional trainings related to their practice, plus exam and licensing fees.

Wilder shared that mental health providers with similar cultural backgrounds as their clients can help to more inherently and personally understand family expectations, gender roles, spiritual belief and challenges within a community.

“[Understanding the culture] meets the client on a different level,” Xiong-Vang said. “You can just get to the issues.”

CONSTRUCTION TRADES BOOT CAMP FEATURED

The new South Central Construction Trades Boot Camp was recently featured in the Mankato Free Press. The event was hosted by several organizations as a way to get teens interested in high-demand trade careers. The program is a two-week, interactive camp where students learn about union apprenticeship training opportunities.

Read the article and view photos from the event at www.mankatofreepress.com/news/local_news/camp-champions-construction-careers/article_a1f0bc4c-dd95-11ea-a643-9f60d2a707d1.html

Learn more about the South Central Trades Boot Camp at www.constructioncareers.org/south-central-construction-trades-boot-camp-gives-minnesota-youth-hands-on-construction-experience-paving-the-way-for-a-well-paid-career

NEW VIDEOS FEATURE LOCAL PROGRAMS

Advanced technical manufacturing



Watch the video at <https://youtu.be/5LEN4hlLoSE>.

Transportation



Watch the video at <https://youtu.be/sxf6MrArbPI>.

APPRENTICESHIP MINNESOTA BY-THE-NUMBERS

	July	August	September
Sponsor information			
Active sponsor	188	189	189
New sponsors	1	2	0
New occupations	3	8	0
Apprentice information			
Total apprentices	12,235	12,139	11,973
Females	844	833	825
Minorities	2,507	2,501	2,468
Veterans	856	844	837
New apprentices	347	289	163
Graduations	219	143	89
Services to sponsors and apprentices			
Information calls	55	46	49
Community outreach	4	3	6
Technical visits	5	5	4
Prospective sponsors	8	8	4

This newsletter was funded as part of a \$3.3 million grant through the U.S. Department of Labor to support the expansion of registered apprenticeship in Minnesota.